



CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Adopt resolution approving certain salary and benefits for City Manager appointees (unrepresented)

MEETING DATE: Wednesday, July 16, 2003

SUBMITTED BY: Human Resources Director

RECOMMENDED ACTION: That the City Council approve salary and benefit changes for City Manager appointees.

BACKGROUND INFORMATION:

On July 2, 2003, the City Council approved the recommended salary and benefit changes for City Manager appointees. These changes include some increases to salary and benefits as well as a sharing of medical costs, similar to what was negotiated with various bargaining units. The specific changes are as follows:

1. Salary increase of 2.5% to be effective the first full pay period in July of 2003.
2. Reinstatement of control point comparison to "C" step of range to provide City Manager with flexibility in setting salaries and determining merit increases effective immediately.
3. Provide Martin Luther King, Jr. Day as an additional fixed holiday effective January of 2004.
4. Provide cost of living increase effective pay period in which January 1, 2004 falls based upon formula at no less than 2% and no greater than 4% Using consumer price index (San Francisco-Oakland-San Jose CPI-W)
5. Increase deferred compensation match to 3% effective first pay period of 2004.
6. Increase life insurance to two times annual salary effective as soon as administratively possible.
7. Implement sharing of cost of medical insurance as soon as administratively possible with employees contributing \$80.00 per month for one dependent and \$104.00 per month for employees covering more than one dependent.

APPROVED: _____


H. Dixon Flynn -- City Manager



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COST: \$50,000 (FY 2003-04)

FUNDING: Current Budget

Vicky R. McAthie for
Vicky McAthie, Finance Director

Respectfully submitted,

Joanne M. Narloch
Joanne M. Narloch, Human Resources Director

cc: Finance Director
City Attorney

Prepared By: Cristina Gonzales, Administrative Clerk

APPROVED: _____
H. Dixon Flynn -- City Manager

RESOLUTION NO. 2003-131

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING
CERTAIN SALARY AND BENEFITS FOR CITY MANAGER
APPOINTEES (UNREPRESENTED)

WHEREAS, it is the policy of the City Council to provide fair and equitable compensation to employees for their services consistent with their qualifications, responsibilities, and performance; and

WHEREAS, recently the City Council approved the recommended salary and benefit changes for City Manager Appointees. These changes include some increases to salary and benefits as well as a sharing of medical costs, similar to what was negotiated with various bargaining units. The specific changes are listed below.

NOW, THEREFORE, BE IT RESOLVED, by the Lodi City Council that the following salary and benefit changes for City Manager Appointees (unrepresented) is hereby approved:

1. Salary increase for City Manager Appointees (unrepresented) of 2.5% to be effective the first full pay period in July 2003.
2. Reinstatement of control point comparison to "C" step of range to provide City Manager with flexibility in setting salaries and determining merit increases effective immediately.
3. Provide Martin Luther King, Jr. Day as an additional fixed holiday effective January 2004.
4. Provide cost of living increase effective pay period in which January 1, 2004 falls based upon formula at no less than 2% and no greater than 4% using consumer price index (San Francisco-Oakland-San Jose CPI-W).
5. Increase deferred compensation match to 3% effective first pay period of 2004.
6. Increase life insurance to two times annual salary effective as soon as administratively possible.
7. Implement sharing of cost of medical insurance as soon as administratively possible with employees contributing \$80.00 per month for one dependent and \$104.00 per month for employees covering more than one dependent.

Dated: July 16, 2003

I hereby certify that Resolution No. 2003-131 was passed and adopted by the City Council of the City of Lodi in a regular meeting held July 16, 2003, by the following vote:

AYES: COUNCIL MEMBERS – Beckman, Hansen, Howard, and Land
NOES: COUNCIL MEMBERS – None
ABSENT: COUNCIL MEMBERS – Mayor Hitchcock
ABSTAIN: COUNCIL MEMBERS – None



SUSAN J. BLACKSTON
City Clerk